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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
					TOTAL	BLACK	PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
MASSACHUSETTS	WALTHAM	435 BOSTON							
	WCRB FM 03967								
	FULL TIME HIGHER PAY		44	12	3	1	1	0	1
	FULL TIME LOWER PAY		17	15	0	0	0	0	0
	FULL TIME TOTAL		61	27	3	1	1	0	1
	PART TIME TOTAL		8	2	1	1	0	0	0
	1988 TOTAL EMPLOYEES		69	29	4	2	1	0	1
	1987 TOTAL EMPLOYEES		68	33	4	2	1	0	1
	1986 TOTAL EMPLOYEES		68	31	4	2	1	0	1
	1985 TOTAL EMPLOYEES		68	31	5	2	2	0	1
	1984 TOTAL EMPLOYEES		67	29	4	1	2	0	1
	WARE	450							
	WARE AM 01944								
	FULL TIME HIGHER PAY		10	1	0	0	0	0	0
	FULL TIME LOWER PAY		2	2	0	0	0	0	0
	FULL TIME TOTAL		12	3	0	0	0	0	0
	PART TIME TOTAL		10	3	0	0	0	0	0
	1988 TOTAL EMPLOYEES		22	6	0	0	0	0	0
	1987 TOTAL EMPLOYEES		22	9	0	0	0	0	0
	1986 TOTAL EMPLOYEES		24	11	0	0	0	0	0
	1985 TOTAL EMPLOYEES		27	11	0	0	0	0	0
	1984 TOTAL EMPLOYEES		30	15	0	0	0	0	0
	WEBSTER	452 WORCESTER							
	WGFP AM 10161								
	FULL TIME HIGHER PAY		5	0	0	0	0	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		5	0	0	0	0	0	0
	PART TIME TOTAL		1	1	0	0	0	0	0
	1988 TOTAL EMPLOYEES		6	1	0	0	0	0	0
	WESTFIELD	458 SPRINGFIELD, MA							
	WNNZ AM 04496								
	FULL TIME HIGHER PAY		13	5	0	0	0	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		13	5	0	0	0	0	0
	PART TIME TOTAL		4	2	0	0	0	0	0
	1988 TOTAL EMPLOYEES		17	7	0	0	0	0	0
	1987 TOTAL EMPLOYEES	PREVIOUS CALL> WLDM	16	8	0	0	0	0	0
	1986 TOTAL EMPLOYEES	PREVIOUS CALL> WLDM	8	6	0	0	0	0	0
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> WLDM	8	4	0	0	0	0	0
	1984 TOTAL EMPLOYEES	PREVIOUS CALL> WLDM	12	5	0	0	0	0	0

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				

			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC		
MICHIGAN	DETROIT	285 DETROIT							
	WOMC FM 03235								
	1987 TOTAL EMPLOYEES		40	19	3	3	0	0	
	1986 TOTAL EMPLOYEES		34	18	4	4	0	0	
	1985 TOTAL EMPLOYEES		34	21	5	5	0	0	
	1984 TOTAL EMPLOYEES		40	17	7	7	0	0	
	WQRS FM 08264	DETROIT							
	FULL TIME HIGHER PAY		15	7	0	0	0	0	
	FULL TIME LOWER PAY		3	3	3	3	0	0	
	FULL TIME TOTAL		18	10	3	3	0	0	
	PART TIME TOTAL		7	3	0	0	0	0	
	1988 TOTAL EMPLOYEES		25	13	3	3	0	0	
	1987 TOTAL EMPLOYEES		24	9	3	3	0	0	
	1986 TOTAL EMPLOYEES		21	10	2	2	0	0	
	1985 TOTAL EMPLOYEES		29	12	2	2	0	0	
	1984 TOTAL EMPLOYEES		27	11	2	2	0	0	
	WRIF FM 03177	DETROIT							
	FULL TIME HIGHER PAY		23	7	2	2	0	0	
	FULL TIME LOWER PAY		7	5	0	0	0	0	
	FULL TIME TOTAL		30	12	2	2	0	0	
	PART TIME TOTAL		5	1	0	0	0	0	
	1988 TOTAL EMPLOYEES		35	13	2	2	0	0	
	1987 TOTAL EMPLOYEES		38	18	5	5	0	0	
	1986 TOTAL EMPLOYEES		43	19	6	6	0	0	
	1985 TOTAL EMPLOYEES		42	18	7	7	0	0	
	WWW FM 08169	DETROIT							
	1986 TOTAL EMPLOYEES		35	15	9	9	0	0	
	1985 TOTAL EMPLOYEES		35	14	9	9	0	0	
	1984 TOTAL EMPLOYEES		37	15	6	6	0	0	
	WDET ER 07854	DETROIT							
	FULL TIME HIGHER PAY		20	9	8	6	0	2	
	FULL TIME LOWER PAY		0	0	0	0	0	0	
	FULL TIME TOTAL		20	9	8	6	0	2	
	PART TIME TOTAL		14	5	4	3	0	1	
	1988 TOTAL EMPLOYEES		34	14	12	9	0	3	
	1987 TOTAL EMPLOYEES		30	12	15	13	0	2	
	1986 TOTAL EMPLOYEES		30	16	17	15	0	2	
	1985 TOTAL EMPLOYEES		25	16	16	13	0	3	
	1984 TOTAL EMPLOYEES		27	15	14	11	0	3	

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STATE COMMUNITY MISSOURI	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
CENTRALIA KMFC FM 16362	065 COLUMBIA							
FULL TIME HIGHER PAY		8	4	0	0	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		9	5	0	0	0	0	0
PART TIME TOTAL		8	3	0	0	0	0	0
1988 TOTAL EMPLOYEES		17	8	0	0	0	0	0
CHILLICOTHE KCHI AF 02391	090							
FULL TIME HIGHER PAY		8	2	0	0	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		9	3	0	0	0	0	0
PART TIME TOTAL		4	2	1	1	0	0	0
1988 TOTAL EMPLOYEES		13	5	1	1	0	0	0
1987 TOTAL EMPLOYEES		11	5	0	0	0	0	0
1986 TOTAL EMPLOYEES		13	3	0	0	0	0	0
1985 TOTAL EMPLOYEES		11	2	0	0	0	0	0
1984 TOTAL EMPLOYEES		11	4	0	0	0	0	0
CLAYTON KFUD AF 07905	105 ST LOUIS							
FULL TIME HIGHER PAY		19	4	0	0	0	0	0
FULL TIME LOWER PAY		4	4	0	0	0	0	0
FULL TIME TOTAL		23	8	0	0	0	0	0
PART TIME TOTAL		10	0	0	0	0	0	0
1988 TOTAL EMPLOYEES		33	8	0	0	0	0	0
1987 TOTAL EMPLOYEES		28	8	0	0	0	0	0
1986 TOTAL EMPLOYEES		29	6	1	1	0	0	0
1985 TOTAL EMPLOYEES		27	7	2	2	0	0	0
1984 TOTAL EMPLOYEES		26	6	1	1	0	0	0
KSIV AM 01329	ST LOUIS							
FULL TIME HIGHER PAY		6	2	1	1	0	0	0
FULL TIME LOWER PAY		0	0	0	0	0	0	0
FULL TIME TOTAL		6	2	1	1	0	0	0
PART TIME TOTAL		4	0	0	0	0	0	0
1988 TOTAL EMPLOYEES		10	2	1	1	0	0	0
1987 TOTAL EMPLOYEES		8	4	2	2	0	0	0
CLINTON KDKD AF 02512	120							
FULL TIME HIGHER PAY		8	0	0	0	0	0	0
FULL TIME LOWER PAY		2	2	0	0	0	0	0
FULL TIME TOTAL		10	2	0	0	0	0	0
PART TIME TOTAL		4	1	0	0	0	0	0
1988 TOTAL EMPLOYEES		14	3	0	0	0	0	0
1987 TOTAL EMPLOYEES		12	5	0	0	0	0	0
1986 TOTAL EMPLOYEES		14	5	0	0	0	0	0
1985 TOTAL EMPLOYEES		16	9	0	0	0	0	0
1984 TOTAL EMPLOYEES		13	6	0	0	0	0	0

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				

			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC		
MISSOURI	KANSAS CITY	285 KANSAS CITY							
	KLSI FM 08024								
	FULL TIME HIGHER PAY		26	11	2	1	0	1	
	FULL TIME LOWER PAY		4	4	1	1	0	0	
	FULL TIME TOTAL		30	15	3	2	0	1	
	PART TIME TOTAL		4	0	0	0	0	0	
	1988 TOTAL EMPLOYEES		34	15	3	2	0	1	
	1987 TOTAL EMPLOYEES		33	13	2	1	0	1	
	1986 TOTAL EMPLOYEES		34	13	4	3	0	1	
	1985 TOTAL EMPLOYEES		33	11	3	2	0	1	
	1984 TOTAL EMPLOYEES		30	9	4	2	1	1	
	KTSR FA 07512	KANSAS CITY							
	1987 TOTAL EMPLOYEES		22	8	2	0	0	2	
	KXTR FM 08134	KANSAS CITY							
	FULL TIME HIGHER PAY		7	2	1	1	0	0	
	FULL TIME LOWER PAY		1	1	0	0	0	0	
	FULL TIME TOTAL		8	3	1	1	0	0	
	PART TIME TOTAL		7	1	0	0	0	0	
	1988 TOTAL EMPLOYEES		15	4	1	1	0	0	
	1987 TOTAL EMPLOYEES		13	4	1	1	0	0	
	1986 TOTAL EMPLOYEES		14	5	1	1	0	0	
	1985 TOTAL EMPLOYEES		12	3	1	1	0	0	
	1984 TOTAL EMPLOYEES		15	5	1	1	0	0	
	KCUR ER 07432	KANSAS CITY							
	FULL TIME HIGHER PAY		16	9	3	3	0	0	
	FULL TIME LOWER PAY		0	0	0	0	0	0	
	FULL TIME TOTAL		16	9	3	3	0	0	
	PART TIME TOTAL		9	3	1	1	0	0	
	1988 TOTAL EMPLOYEES		25	12	4	4	0	0	
	1987 TOTAL EMPLOYEES		28	15	3	3	0	0	
	1986 TOTAL EMPLOYEES		39	20	3	2	0	1	
	1985 TOTAL EMPLOYEES		33	15	4	2	0	2	
	1984 TOTAL EMPLOYEES		33	17	4	3	0	1	
	KLJC ER 07398	KANSAS CITY							
	1986 TOTAL EMPLOYEES		11	4	0	0	0	0	
KENNETT		300							
	KBOA AF 01214								
	1987 TOTAL EMPLOYEES		16	8	0	0	0	0	
	1986 TOTAL EMPLOYEES		16	6	0	0	0	0	
	1985 TOTAL EMPLOYEES		20	9	1	1	0	0	
	1984 TOTAL EMPLOYEES		19	6	1	1	0	0	

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
OHIO					TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	CLEVELAND	225 CLEVELAND							
	WWWE AF 09696								
	FULL TIME HIGHER PAY		47	17	4	2	1	0	1
	FULL TIME LOWER PAY		13	10	2	1	0	0	1
	FULL TIME TOTAL		60	27	6	3	1	0	2
	PART TIME TOTAL		14	3	2	2	0	0	0
	1988 TOTAL EMPLOYEES		74	30	8	5	1	0	2
	1987 TOTAL EMPLOYEES		84	31	10	9	0	0	1
	1986 TOTAL EMPLOYEES		76	30	11	10	0	0	1
	WWWE AM 09696	CLEVELAND							
	1985 TOTAL EMPLOYEES		36	9	3	2	0	0	1
	1984 TOTAL EMPLOYEES		35	8	4	2	0	1	1
	WCLV FM 08165	CLEVELAND							
	FULL TIME HIGHER PAY		16	5	1	1	0	0	0
	FULL TIME LOWER PAY		3	3	0	0	0	0	0
	FULL TIME TOTAL		19	8	1	1	0	0	0
	PART TIME TOTAL		3	2	0	0	0	0	0
	1988 TOTAL EMPLOYEES		22	10	1	1	0	0	0
	1987 TOTAL EMPLOYEES		22	10	1	1	0	0	0
	1986 TOTAL EMPLOYEES		22	9	1	1	0	0	0
	1985 TOTAL EMPLOYEES		20	8	1	1	0	0	0
	1984 TOTAL EMPLOYEES		21	9	1	1	0	0	0
	WCRF FM 07853	CLEVELAND							
	FULL TIME HIGHER PAY		8	2	1	1	0	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		8	2	1	1	0	0	0
	PART TIME TOTAL		8	1	1	1	0	0	0
	1988 TOTAL EMPLOYEES		16	3	2	2	0	0	0
	1985 TOTAL EMPLOYEES		19	5	3	3	0	0	0
	1984 TOTAL EMPLOYEES		16	3	3	3	0	0	0
	WDOK FA 03058	CLEVELAND							
	1985 TOTAL EMPLOYEES		27	11	5	4	0	0	1
	WDOK FM 03058	CLEVELAND							
	1984 TOTAL EMPLOYEES		23	6	5	5	0	0	0
	WKSW FA 03309	CLEVELAND							
	1984 TOTAL EMPLOYEES		23	9	2	1	0	0	1
	WLTF FM 03312	CLEVELAND							
	1985 TOTAL EMPLOYEES		39	19	4	3	0	0	1
	1984 TOTAL EMPLOYEES		37	16	3	2	0	0	1

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STATE COMMUNITY PENNSYLVANIA	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
PHILADELPHIA	580 PHILADELPHIA			TOTAL	ASIAN BLACK PAC/ISL	AM IND/ ALASKAN	HIS- PANIC	
WFIL AF 09439								
FULL TIME HIGHER PAY		35	8	4	3	0	1	
FULL TIME LOWER PAY		8	8	3	3	0	0	
FULL TIME TOTAL		43	16	7	6	0	1	
PART TIME TOTAL		8	2	1	1	0	0	
1988 TOTAL EMPLOYEES		51	18	8	7	0	1	
1986 TOTAL EMPLOYEES		67	26	22	20	2	0	
1985 TOTAL EMPLOYEES		66	26	15	13	2	0	
1984 TOTAL EMPLOYEES		70	27	16	14	2	0	
WFIL AM 09439	PHILADELPHIA							
1987 TOTAL EMPLOYEES		11	4	2	2	0	0	
WFLN AF 04636	PHILADELPHIA							
1985 TOTAL EMPLOYEES		34	14	5	5	0	0	
1984 TOTAL EMPLOYEES		32	12	5	5	0	0	
WHAT AF 00471	PHILADELPHIA							
1986 TOTAL EMPLOYEES		79	29	27	27	0	0	
1985 TOTAL EMPLOYEES		82	28	24	24	0	0	
1984 TOTAL EMPLOYEES		84	28	22	22	0	0	
WHAT AM 00471	PHILADELPHIA							
FULL TIME HIGHER PAY		13	3	11	11	0	0	
FULL TIME LOWER PAY		2	0	2	2	0	0	
FULL TIME TOTAL		15	3	13	13	0	0	
PART TIME TOTAL		4	1	3	3	0	0	
1988 TOTAL EMPLOYEES		19	4	16	16	0	0	
1987 TOTAL EMPLOYEES		20	3	17	17	0	0	
WIP AM 00514	PHILADELPHIA							
FULL TIME HIGHER PAY		25	5	2	2	0	0	
FULL TIME LOWER PAY		11	6	0	0	0	0	
FULL TIME TOTAL		36	11	2	2	0	0	
PART TIME TOTAL		20	6	1	1	0	0	
1988 TOTAL EMPLOYEES		56	17	3	3	0	0	
1987 TOTAL EMPLOYEES		52	17	6	6	0	0	
1986 TOTAL EMPLOYEES		52	19	7	7	0	0	
1985 TOTAL EMPLOYEES		61	19	7	7	0	0	
1984 TOTAL EMPLOYEES		56	15	5	5	0	0	
WMMR AF 03232	PHILADELPHIA							
1987 TOTAL EMPLOYEES		52	16	4	4	0	0	
WPEN AF 00635	PHILADELPHIA							
FULL TIME HIGHER PAY		59	21	7	6	0	0	
FULL TIME LOWER PAY		6	6	1	1	0	0	
FULL TIME TOTAL		65	27	8	7	0	0	
PART TIME TOTAL		27	13	4	4	0	0	
1988 TOTAL EMPLOYEES		92	40	12	11	0	0	
1987 TOTAL EMPLOYEES		94	35	12	10	1	0	
1986 TOTAL EMPLOYEES		105	39	10	9	1	0	
1985 TOTAL EMPLOYEES		83	29	8	7	1	0	
1984 TOTAL EMPLOYEES		85	30	8	7	1	0	

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
WISCONSIN					TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	MENOMONEE FALLS	329 MILWAUKEE							
	WFMR FM 08451								
	FULL TIME HIGHER PAY		16	9	1	0	1	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		16	9	1	0	1	0	0
	PART TIME TOTAL		6	1	0	0	0	0	0
	1988 TOTAL EMPLOYEES		22	10	1	0	1	0	0
	1987 TOTAL EMPLOYEES		22	9	0	0	0	0	0
	1986 TOTAL EMPLOYEES		22	8	0	0	0	0	0
	1985 TOTAL EMPLOYEES		21	8	0	0	0	0	0
	1984 TOTAL EMPLOYEES		20	7	0	0	0	0	0
	MENOMONIE	330							
	WMNE AF 02583								
	FULL TIME HIGHER PAY		10	4	0	0	0	0	0
	FULL TIME LOWER PAY		1	1	0	0	0	0	0
	FULL TIME TOTAL		11	5	0	0	0	0	0
	PART TIME TOTAL		8	1	0	0	0	0	0
	1988 TOTAL EMPLOYEES		19	6	0	0	0	0	0
	1987 TOTAL EMPLOYEES		20	7	0	0	0	0	0
	1986 TOTAL EMPLOYEES		20	10	0	0	0	0	0
	1985 TOTAL EMPLOYEES		21	8	0	0	0	0	0
	1984 TOTAL EMPLOYEES		19	7	0	0	0	0	0
	MERRILL	345							
	WJMT AF 05033								
	FULL TIME HIGHER PAY		9	2	0	0	0	0	0
	FULL TIME LOWER PAY		1	0	0	0	0	0	0
	FULL TIME TOTAL		10	2	0	0	0	0	0
	PART TIME TOTAL		2	1	0	0	0	0	0
	1988 TOTAL EMPLOYEES		12	3	0	0	0	0	0
	1987 TOTAL EMPLOYEES		13	5	0	0	0	0	0
	1986 TOTAL EMPLOYEES		10	3	0	0	0	0	0
	1985 TOTAL EMPLOYEES		11	4	0	0	0	0	0
	1984 TOTAL EMPLOYEES		14	4	0	0	0	0	0
	MILWAUKEE	360 MILWAUKEE							
	WCGV TV 06559								
	FULL TIME HIGHER PAY		29	9	1	1	0	0	0
	FULL TIME LOWER PAY		10	8	1	1	0	0	0
	FULL TIME TOTAL		39	17	2	2	0	0	0
	PART TIME TOTAL		4	2	2	2	0	0	0
	1988 TOTAL EMPLOYEES		43	19	4	4	0	0	0
	1987 TOTAL EMPLOYEES		41	18	5	4	0	0	1
	1986 TOTAL EMPLOYEES		39	18	3	2	0	0	1
	1985 TOTAL EMPLOYEES		35	16	3	2	0	0	1
	1984 TOTAL EMPLOYEES		28	12	2	2	0	0	0

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				

			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC		
CALIFORNIA	LOS ANGELES	360 LOS ANGELES-LONG BEACH							
	KJOI FM 08018								
	FULL TIME HIGHER PAY		23	7	4	2	1	1	
	FULL TIME LOWER PAY		6	5	2	0	1	1	
	FULL TIME TOTAL		29	12	6	2	0	2	
	PART TIME TOTAL		7	2	1	0	1	0	
	1989 TOTAL EMPLOYEES		36	14	7	2	0	2	
	1988 TOTAL EMPLOYEES		38	15	9	5	0	2	
	1987 TOTAL EMPLOYEES		35	15	6	2	0	2	
	1986 TOTAL EMPLOYEES		29	12	6	2	0	4	
	1985 TOTAL EMPLOYEES		30	13	6	3	0	3	
	KKGO FM 08011	LOS ANGELES-LONG BEACH							
	FULL TIME HIGHER PAY		24	13	9	7	0	1	
	FULL TIME LOWER PAY		5	4	4	0	1	3	
	FULL TIME TOTAL		29	17	13	7	1	4	
	PART TIME TOTAL		12	4	4	1	0	3	
	1989 TOTAL EMPLOYEES		41	21	17	8	1	7	
	1988 TOTAL EMPLOYEES		33	16	12	7	1	2	
	1987 TOTAL EMPLOYEES		33	15	11	6	1	3	
	1986 TOTAL EMPLOYEES		31	12	9	4	1	3	
	1985 TOTAL EMPLOYEES		31	13	10	5	1	4	
	KKLA FM 15849	LOS ANGELES-LONG BEACH							
	FULL TIME HIGHER PAY		15	4	1	1	0	0	
	FULL TIME LOWER PAY		3	3	1	0	1	0	
	FULL TIME TOTAL		18	7	2	1	0	0	
	PART TIME TOTAL		6	0	2	0	0	2	
	1989 TOTAL EMPLOYEES		24	7	4	1	0	2	
	1988 TOTAL EMPLOYEES		23	5	5	1	0	1	
	1987 TOTAL EMPLOYEES		27	5	2	1	0	0	
	1986 TOTAL EMPLOYEES		11	2	3	2	0	0	
	KNX FA 10219	LOS ANGELES-LONG BEACH							
	1987 TOTAL EMPLOYEES		18	7	6	2	0	4	
	1986 TOTAL EMPLOYEES	PREVIOUS CALL> KKHR	20	9	8	2	1	4	
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> KKHR	26	9	7	3	0	3	
	KPWR FM 08017	LOS ANGELES-LONG BEACH							
	FULL TIME HIGHER PAY		31	11	10	5	0	4	
	FULL TIME LOWER PAY		7	7	2	1	0	1	
	FULL TIME TOTAL		38	18	12	6	1	5	
	PART TIME TOTAL		25	10	6	1	0	4	
	1989 TOTAL EMPLOYEES		63	28	18	7	1	9	
	1988 TOTAL EMPLOYEES		53	24	18	8	0	10	
	1987 TOTAL EMPLOYEES		51	24	17	10	0	7	
	1986 TOTAL EMPLOYEES		45	18	12	7	0	4	
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> KMGG	40	15	7	2	0	5	

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
					TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
CALIFORNIA	SAN DIEGO	670 SAN DIEGO							
	KFSD FM 08753								
	FULL TIME HIGHER PAY		13	5	1	0	1	0	0
	FULL TIME LOWER PAY		2	2	0	0	0	0	0
	FULL TIME TOTAL		15	7	1	0	1	0	0
	PART TIME TOTAL		7	1	1	0	1	0	0
	1989 TOTAL EMPLOYEES		22	8	2	0	2	0	0
	1988 TOTAL EMPLOYEES		24	10	2	0	1	0	1
	1987 TOTAL EMPLOYEES		22	6	2	0	2	0	0
	1986 TOTAL EMPLOYEES		22	6	2	0	0	1	1
	1985 TOTAL EMPLOYEES		20	7	3	0	1	1	1
	KIFM FM 08069	SAN DIEGO							
	1985 TOTAL EMPLOYEES		22	10	2	0	1	0	1
	KJQY FM 08754	SAN DIEGO							
	FULL TIME HIGHER PAY		22	8	2	0	0	1	1
	FULL TIME LOWER PAY		4	4	1	0	1	0	0
	FULL TIME TOTAL		26	12	3	0	1	1	1
	PART TIME TOTAL		3	0	1	1	0	0	0
	1989 TOTAL EMPLOYEES		29	12	4	1	1	1	1
	1988 TOTAL EMPLOYEES		36	20	5	1	1	1	2
	1987 TOTAL EMPLOYEES		33	17	4	1	1	0	2
	1986 TOTAL EMPLOYEES		32	16	3	2	0	0	1
	1985 TOTAL EMPLOYEES		21	8	4	3	0	0	1
	KKYY FM 08072	SAN DIEGO							
	FULL TIME HIGHER PAY		22	12	1	0	1	0	0
	FULL TIME LOWER PAY		5	5	2	0	0	0	2
	FULL TIME TOTAL		27	17	3	0	1	0	2
	PART TIME TOTAL		3	1	1	0	0	0	1
	1989 TOTAL EMPLOYEES		30	18	4	0	1	0	3
	1988 TOTAL EMPLOYEES		31	15	5	2	1	0	2
	1987 TOTAL EMPLOYEES	PREVIOUS CALL> KWLT	29	14	6	1	2	0	3
	1986 TOTAL EMPLOYEES	PREVIOUS CALL> KWLT	33	18	7	2	0	0	5
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> KBZT	34	16	4	1	1	0	2
	KYXY FM 08045	SAN DIEGO							
	FULL TIME HIGHER PAY		20	10	0	0	0	0	0
	FULL TIME LOWER PAY		7	5	2	0	2	0	0
	FULL TIME TOTAL		27	15	2	0	2	0	0
	PART TIME TOTAL		8	3	0	0	0	0	0
	1989 TOTAL EMPLOYEES		35	18	2	0	2	0	0
	1988 TOTAL EMPLOYEES		35	16	4	1	2	0	1
	1987 TOTAL EMPLOYEES		30	16	2	0	1	0	1
	1986 TOTAL EMPLOYEES		28	16	4	1	1	0	2
	1985 TOTAL EMPLOYEES		28	12	5	2	1	0	2

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STATE COMMUNITY CALIFORNIA	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	ASIAN BLACK PAC/ISL	AM IND/ ALASKAN	HIS- PANIC	
SAN FRANCISCO	690 SAN FRANCISCO							
KKHI AF 01298								
FULL TIME HIGHER PAY		17	7	1	0	1	0	0
FULL TIME LOWER PAY		4	3	3	1	2	0	0
FULL TIME TOTAL		21	10	4	1	3	0	0
PART TIME TOTAL		9	2	2	1	1	0	0
1989 TOTAL EMPLOYEES		30	12	6	2	4	0	0
1988 TOTAL EMPLOYEES		29	12	7	1	4	0	2
1987 TOTAL EMPLOYEES		28	12	5	1	2	0	2
1986 TOTAL EMPLOYEES		26	11	5	1	3	0	1
1985 TOTAL EMPLOYEES		26	11	5	2	2	0	1
KNBR AF 00199	SAN FRANCISCO							
1988 TOTAL EMPLOYEES		122	54	27	7	13	2	5
1987 TOTAL EMPLOYEES		101	44	24	9	8	2	5
1986 TOTAL EMPLOYEES		97	43	23	7	6	1	9
1985 TOTAL EMPLOYEES		112	51	25	8	10	0	7
KNBR AM 00199	SAN FRANCISCO							
FULL TIME HIGHER PAY		41	16	7	5	1	0	1
FULL TIME LOWER PAY		14	10	4	2	1	0	1
FULL TIME TOTAL		55	26	11	7	2	0	2
PART TIME TOTAL		17	9	2	0	2	0	0
1989 TOTAL EMPLOYEES		72	35	13	7	4	0	2
KDIT AF 00298	SAN FRANCISCO							
FULL TIME HIGHER PAY		29	17	6	1	4	0	1
FULL TIME LOWER PAY		7	3	0	0	0	0	0
FULL TIME TOTAL		36	20	6	1	4	0	1
PART TIME TOTAL		5	1	1	0	0	0	1
1989 TOTAL EMPLOYEES		41	21	7	1	4	0	2
1988 TOTAL EMPLOYEES		41	18	5	2	2	0	1
1987 TOTAL EMPLOYEES		40	16	10	2	3	0	5
1986 TOTAL EMPLOYEES		40	13	3	2	0	0	1
1985 TOTAL EMPLOYEES		34	13	4	2	1	0	1
KSFO AF 00232	SAN FRANCISCO							
FULL TIME HIGHER PAY		38	18	13	4	6	1	2
FULL TIME LOWER PAY		7	7	5	1	2	0	2
FULL TIME TOTAL		45	25	18	5	8	1	4
PART TIME TOTAL		16	4	5	1	1	1	2
1989 TOTAL EMPLOYEES		61	29	23	6	9	2	6
1988 TOTAL EMPLOYEES		65	34	25	7	8	3	7
1987 TOTAL EMPLOYEES		65	31	23	7	5	2	9
1986 TOTAL EMPLOYEES		69	32	18	7	6	1	4
1985 TOTAL EMPLOYEES		76	35	21	9	7	1	4

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
COLORADO	DENVER	150 DENVER			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	KCFR FM 07877								
	FULL TIME HIGHER PAY		20	10	2	1	0	0	1
	FULL TIME LOWER PAY		1	1	0	0	0	0	0
	FULL TIME TOTAL		21	11	2	1	0	0	1
	PART TIME TOTAL		1	0	0	0	0	0	0
	1989 TOTAL EMPLOYEES		22	11	2	1	0	0	1
	KOSI FM 10377	DENVER							
	1986 TOTAL EMPLOYEES		31	14	7	4	1	0	2
	1985 TOTAL EMPLOYEES		28	13	5	3	0	0	2
	KPKE FM 03629	DENVER							
	1986 TOTAL EMPLOYEES		27	14	0	0	0	0	0
	1985 TOTAL EMPLOYEES		29	14	2	0	0	1	1
	KVDD FM 08779	DENVER							
	FULL TIME HIGHER PAY		14	9	1	0	0	1	0
	FULL TIME LOWER PAY		4	3	1	1	0	0	0
	FULL TIME TOTAL		18	12	2	1	0	1	0
	PART TIME TOTAL		8	3	0	0	0	0	0
	1989 TOTAL EMPLOYEES		26	15	2	1	0	1	0
	1988 TOTAL EMPLOYEES		25	14	2	1	0	1	0
	1987 TOTAL EMPLOYEES		24	14	3	2	0	1	0
	1986 TOTAL EMPLOYEES		23	13	4	2	0	1	1
	1985 TOTAL EMPLOYEES		22	9	2	1	0	0	1
	KCFR ER 07877	DENVER							
	1988 TOTAL EMPLOYEES		20	8	1	0	0	0	1
	1987 TOTAL EMPLOYEES		25	11	2	0	0	1	1
	1986 TOTAL EMPLOYEES		21	11	2	1	0	0	1
	1985 TOTAL EMPLOYEES		18	12	1	1	0	0	0
	KUVO ER 13808	DENVER							
	FULL TIME HIGHER PAY		5	2	4	1	0	0	3
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		5	2	4	1	0	0	3
	PART TIME TOTAL		1	0	0	0	0	0	0
	1989 TOTAL EMPLOYEES		6	2	4	1	0	0	3
	1987 TOTAL EMPLOYEES		6	6	4	0	0	0	4
DURANGO		165							
	KREZ TV 06372								
	1988 TOTAL EMPLOYEES		11	3	2	0	0	1	1
	1987 TOTAL EMPLOYEES		21	9	3	0	0	1	2
	1986 TOTAL EMPLOYEES		14	7	4	0	0	2	2
	1985 TOTAL EMPLOYEES		11	2	3	1	0	1	1

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
FLORIDA	MIAMI	555 MIAMI-HIALEAH			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	WSUA AM 04571								
	FULL TIME HIGHER PAY		21	5	19	0	0	0	19
	FULL TIME LOWER PAY		3	3	3	0	0	0	3
	FULL TIME TOTAL		24	8	22	0	0	0	22
	PART TIME TOTAL		3	1	3	0	0	0	3
	1989 TOTAL EMPLOYEES		27	9	25	0	0	0	25
	1988 TOTAL EMPLOYEES		26	9	24	0	0	0	24
	1987 TOTAL EMPLOYEES		26	10	24	0	0	0	24
	1986 TOTAL EMPLOYEES		25	10	23	0	0	0	23
	1985 TOTAL EMPLOYEES		23	8	21	0	0	0	21
	WEDR FM 08419	MIAMI-HIALEAH							
	FULL TIME HIGHER PAY		16	3	15	14	0	0	1
	FULL TIME LOWER PAY		4	3	4	4	0	0	0
	FULL TIME TOTAL		20	6	19	18	0	0	1
	PART TIME TOTAL		4	0	4	3	0	0	1
	1989 TOTAL EMPLOYEES		24	6	23	21	0	0	2
	1988 TOTAL EMPLOYEES		21	6	20	19	0	0	1
	1987 TOTAL EMPLOYEES		26	7	23	20	0	0	3
	1986 TOTAL EMPLOYEES		23	8	19	18	0	0	1
	1985 TOTAL EMPLOYEES		21	7	18	16	0	0	2
	WPOW FM 14954	MIAMI-HIALEAH							
	FULL TIME HIGHER PAY		34	10	9	2	0	0	7
	FULL TIME LOWER PAY		4	4	2	0	0	0	2
	FULL TIME TOTAL		38	14	11	2	0	0	9
	PART TIME TOTAL		16	3	6	0	0	0	6
	1989 TOTAL EMPLOYEES		54	17	17	2	0	0	15
	1988 TOTAL EMPLOYEES		48	19	16	3	0	0	13
	1987 TOTAL EMPLOYEES		38	15	11	2	0	0	9
	WQBA FM 03764	MIAMI-HIALEAH							
	1988 TOTAL EMPLOYEES		19	5	18	0	0	0	18
	1987 TOTAL EMPLOYEES		17	4	16	0	0	0	16
	1986 TOTAL EMPLOYEES		18	5	18	0	0	0	18
	1985 TOTAL EMPLOYEES		20	8	20	0	0	0	20
	WTMI FM 08735	MIAMI-HIALEAH							
	FULL TIME HIGHER PAY		17	8	4	2	0	0	2
	FULL TIME LOWER PAY		3	2	1	0	0	0	1
	FULL TIME TOTAL		20	10	5	2	0	0	3
	PART TIME TOTAL		8	4	2	0	0	0	2
	1989 TOTAL EMPLOYEES		28	14	7	2	0	0	5
	1988 TOTAL EMPLOYEES		24	9	4	2	0	0	2
	1987 TOTAL EMPLOYEES		22	9	5	3	1	0	1
	1986 TOTAL EMPLOYEES		21	7	7	5	1	0	1
	1985 TOTAL EMPLOYEES		19	5	5	3	1	0	1

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
ILLINOIS	CHICAGO	150 CHICAGO			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	WMAQ AF 09573								
	1987 TOTAL EMPLOYEES		90	38	17	11	0	1	5
	1986 TOTAL EMPLOYEES		84	38	17	12	0	0	5
	1985 TOTAL EMPLOYEES		97	37	22	17	0	0	5
	WMAQ AM 09573	CHICAGO							
	1988 TOTAL EMPLOYEES		89	43	21	15	1	0	5
	WMBI AF 10119	CHICAGO							
	1988 TOTAL EMPLOYEES		15	3	5	1	0	0	4
	1986 TOTAL EMPLOYEES		21	6	5	2	0	0	3
	1985 TOTAL EMPLOYEES		23	6	5	2	0	0	3
	WSBC AF 00673	CHICAGO							
	FULL TIME HIGHER PAY		42	16	4	2	0	0	2
	FULL TIME LOWER PAY		4	3	3	3	0	0	0
	FULL TIME TOTAL		46	19	7	5	0	0	2
	PART TIME TOTAL		3	2	0	0	0	0	0
	1989 TOTAL EMPLOYEES		49	21	7	5	0	0	2
	1988 TOTAL EMPLOYEES		49	20	6	6	0	0	0
	1987 TOTAL EMPLOYEES		45	19	7	7	0	0	0
	1986 TOTAL EMPLOYEES		45	19	6	6	0	0	0
	1985 TOTAL EMPLOYEES		43	18	6	6	0	0	0
	WXEZ AF 00951	CHICAGO							
	FULL TIME HIGHER PAY		25	7	2	1	0	0	1
	FULL TIME LOWER PAY		5	5	2	1	0	0	1
	FULL TIME TOTAL		30	12	4	2	0	0	2
	PART TIME TOTAL		4	1	0	0	0	0	0
	1989 TOTAL EMPLOYEES		34	13	4	2	0	0	2
	1988 TOTAL EMPLOYEES		42	14	5	4	0	0	1
	1987 TOTAL EMPLOYEES	PREVIOUS CALL> WCZE	55	17	7	6	0	0	1
	1986 TOTAL EMPLOYEES	PREVIOUS CALL> WCZE	51	18	7	4	1	0	2
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> WAIT	56	15	8	5	0	0	3
	WBBM FA 03170	CHICAGO							
	1987 TOTAL EMPLOYEES		30	11	8	7	0	0	1
	1986 TOTAL EMPLOYEES		30	13	8	7	0	0	1
	1985 TOTAL EMPLOYEES		28	12	5	4	0	0	1
	WBBM FM 03170	CHICAGO							
	1988 TOTAL EMPLOYEES		31	12	7	4	0	0	3
	WFMT FM 08193	CHICAGO							
	FULL TIME HIGHER PAY		50	12	7	5	0	0	2
	FULL TIME LOWER PAY		10	8	2	1	1	0	0
	FULL TIME TOTAL		60	20	9	6	1	0	2
	PART TIME TOTAL		3	2	0	0	0	0	0
	1989 TOTAL EMPLOYEES		63	22	9	6	1	0	2
	1988 TOTAL EMPLOYEES		71	27	10	8	1	0	1
	1987 TOTAL EMPLOYEES		67	26	9	7	1	0	1
	1986 TOTAL EMPLOYEES		59	29	10	8	1	0	1
	1985 TOTAL EMPLOYEES		58	27	10	8	0	0	2

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STATE COMMUNITY ILLINOIS CHICAGO	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
WFYR FM 08216	150 CHICAGO							
FULL TIME HIGHER PAY		38	14	6	4	0	0	2
FULL TIME LOWER PAY		6	6	2	1	0	0	1
FULL TIME TOTAL		44	20	8	5	0	0	3
PART TIME TOTAL		10	3	3	1	1	0	1
1989 TOTAL EMPLOYEES		54	23	11	6	1	0	4
1988 TOTAL EMPLOYEES		48	21	14	10	0	0	4
1987 TOTAL EMPLOYEES		58	29	15	11	0	0	4
1986 TOTAL EMPLOYEES		56	25	10	6	0	0	4
1985 TOTAL EMPLOYEES		54	18	13	9	0	0	4
WKQX FM 03565	CHICAGO							
FULL TIME HIGHER PAY		30	13	3	2	0	0	1
FULL TIME LOWER PAY		8	6	2	0	0	0	2
FULL TIME TOTAL		38	19	5	2	0	0	3
PART TIME TOTAL		11	5	1	0	0	0	1
1989 TOTAL EMPLOYEES		49	24	6	2	0	0	4
1988 TOTAL EMPLOYEES		42	18	7	4	0	0	3
WLIT FM 08170	CHICAGO							
FULL TIME HIGHER PAY		24	9	4	3	1	0	0
FULL TIME LOWER PAY		6	6	3	1	1	0	1
FULL TIME TOTAL		30	15	7	4	2	0	1
PART TIME TOTAL		4	1	0	0	0	0	0
1989 TOTAL EMPLOYEES		34	16	7	4	2	0	1
1988 TOTAL EMPLOYEES	PREVIOUS CALL> WLAK	36	16	4	2	1	0	1
1987 TOTAL EMPLOYEES	PREVIOUS CALL> WLAK	34	15	4	2	1	0	1
1986 TOTAL EMPLOYEES	PREVIOUS CALL> WLAK	33	16	3	1	1	0	1
1985 TOTAL EMPLOYEES	PREVIOUS CALL> WLAK	30	14	3	1	1	0	1
WLUP FM 08756	CHICAGO							
1987 TOTAL EMPLOYEES		39	21	7	5	0	1	1
1986 TOTAL EMPLOYEES		40	20	6	4	0	1	1
1985 TOTAL EMPLOYEES		38	16	6	3	0	1	2
WNIB FM 08244	CHICAGO							
FULL TIME HIGHER PAY		10	2	1	1	0	0	0
FULL TIME LOWER PAY		3	2	0	0	0	0	0
FULL TIME TOTAL		13	4	1	1	0	0	0
PART TIME TOTAL		3	1	1	1	0	0	0
1989 TOTAL EMPLOYEES		16	5	2	2	0	0	0
1988 TOTAL EMPLOYEES		17	5	1	1	0	0	0
1987 TOTAL EMPLOYEES		16	5	1	1	0	0	0
1986 TOTAL EMPLOYEES		15	4	1	1	0	0	0
1985 TOTAL EMPLOYEES		14	4	1	1	0	0	0

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STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				

			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC		
MICHIGAN	DETROIT	285 DETROIT							
	WMUZ FM 08240								
	FULL TIME HIGHER PAY		17	6	2	2	0	0	
	FULL TIME LOWER PAY		2	2	0	0	0	0	
	FULL TIME TOTAL		19	8	2	2	0	0	
	PART TIME TOTAL		5	1	2	2	0	0	
	1989 TOTAL EMPLOYEES		24	9	4	4	0	0	
	1988 TOTAL EMPLOYEES		24	9	4	3	0	1	
	1987 TOTAL EMPLOYEES		21	8	3	3	0	0	
	1986 TOTAL EMPLOYEES		21	8	3	3	0	0	
	1985 TOTAL EMPLOYEES		18	8	5	5	0	0	
	WOMC FM 03235	DETROIT							
	FULL TIME HIGHER PAY		27	14	2	2	0	0	
	FULL TIME LOWER PAY		6	5	2	2	0	0	
	FULL TIME TOTAL		33	19	4	4	0	0	
	PART TIME TOTAL		8	4	1	0	0	1	
	1989 TOTAL EMPLOYEES		41	23	5	4	0	1	
	1987 TOTAL EMPLOYEES		40	19	3	3	0	0	
	1986 TOTAL EMPLOYEES		34	18	4	4	0	0	
	1985 TOTAL EMPLOYEES		34	21	5	5	0	0	
	WQRS FM 08264	DETROIT							
	FULL TIME HIGHER PAY		18	11	1	1	0	0	
	FULL TIME LOWER PAY		4	3	4	4	0	0	
	FULL TIME TOTAL		22	14	5	5	0	0	
	PART TIME TOTAL		5	2	0	0	0	0	
	1989 TOTAL EMPLOYEES		27	16	5	5	0	0	
	1988 TOTAL EMPLOYEES		25	13	3	3	0	0	
	1987 TOTAL EMPLOYEES		24	9	3	3	0	0	
	1986 TOTAL EMPLOYEES		21	10	2	2	0	0	
	1985 TOTAL EMPLOYEES		29	12	2	2	0	0	
	WRIF FM 03177	DETROIT							
	FULL TIME HIGHER PAY		26	7	2	1	0	0	
	FULL TIME LOWER PAY		6	5	0	0	0	0	
	FULL TIME TOTAL		32	12	2	1	0	0	
	PART TIME TOTAL		5	1	0	0	0	0	
	1989 TOTAL EMPLOYEES		37	13	2	1	0	0	
	1988 TOTAL EMPLOYEES		35	13	2	2	0	0	
	1987 TOTAL EMPLOYEES		38	18	5	5	0	0	
	1986 TOTAL EMPLOYEES		43	19	6	6	0	0	
	1985 TOTAL EMPLOYEES		42	18	7	7	0	0	

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

STATE COMMUNITY MISSOURI	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	BLACK	PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
CHILLICOTHE	090							
KCHI AF 02391								
FULL TIME HIGHER PAY		8	4	0	0	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		9	5	0	0	0	0	0
PART TIME TOTAL		2	0	0	0	0	0	0
1989 TOTAL EMPLOYEES		11	5	0	0	0	0	0
1988 TOTAL EMPLOYEES		13	5	1	1	0	0	0
1987 TOTAL EMPLOYEES		11	5	0	0	0	0	0
1986 TOTAL EMPLOYEES		13	3	0	0	0	0	0
1985 TOTAL EMPLOYEES		11	2	0	0	0	0	0
CLAYTON	105							
KFUO AF 07905	ST LOUIS							
FULL TIME HIGHER PAY		22	5	1	0	0	0	1
FULL TIME LOWER PAY		4	4	0	0	0	0	0
FULL TIME TOTAL		26	9	1	0	0	0	1
PART TIME TOTAL		15	1	0	0	0	0	0
1989 TOTAL EMPLOYEES		41	10	1	0	0	0	1
1988 TOTAL EMPLOYEES		33	8	0	0	0	0	0
1987 TOTAL EMPLOYEES		28	8	0	0	0	0	0
1986 TOTAL EMPLOYEES		29	6	1	1	0	0	0
1985 TOTAL EMPLOYEES		27	7	2	2	0	0	0
KSIV AM 01329	ST LOUIS							
FULL TIME HIGHER PAY		7	3	1	1	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		8	4	1	1	0	0	0
PART TIME TOTAL		8	1	1	0	1	0	0
1989 TOTAL EMPLOYEES		16	5	2	1	1	0	0
1988 TOTAL EMPLOYEES		10	2	1	1	0	0	0
1987 TOTAL EMPLOYEES		8	4	2	2	0	0	0
CLINTON	120							
KDKD AF 02512								
FULL TIME HIGHER PAY		7	1	0	0	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		8	2	0	0	0	0	0
PART TIME TOTAL		3	1	0	0	0	0	0
1989 TOTAL EMPLOYEES		11	3	0	0	0	0	0
1988 TOTAL EMPLOYEES		14	3	0	0	0	0	0
1987 TOTAL EMPLOYEES		12	5	0	0	0	0	0
1986 TOTAL EMPLOYEES		14	5	0	0	0	0	0
1985 TOTAL EMPLOYEES		16	9	0	0	0	0	0

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

STATE COMMUNITY MISSOURI	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
KANSAS CITY	285							
WHB AF 00473	KANSAS CITY							
FULL TIME HIGHER PAY		34	11	4	4	0	0	0
FULL TIME LOWER PAY		9	7	1	0	1	0	0
FULL TIME TOTAL		43	18	5	4	1	0	0
PART TIME TOTAL		11	3	0	0	0	0	0
1989 TOTAL EMPLOYEES		54	21	5	4	1	0	0
1988 TOTAL EMPLOYEES		50	21	6	5	1	0	0
1987 TOTAL EMPLOYEES		55	21	7	6	1	0	0
1986 TOTAL EMPLOYEES		48	16	5	4	1	0	0
WHB AM 00473	KANSAS CITY							
1985 TOTAL EMPLOYEES		23	8	0	0	0	0	0
KBEQ FM 08804	KANSAS CITY							
1987 TOTAL EMPLOYEES		34	18	4	3	0	0	1
1986 TOTAL EMPLOYEES		36	17	3	2	0	0	1
1985 TOTAL EMPLOYEES		30	16	2	2	0	0	0
KLSI FM 08024	KANSAS CITY							
FULL TIME HIGHER PAY		32	16	3	2	0	0	1
FULL TIME LOWER PAY		3	3	0	0	0	0	0
FULL TIME TOTAL		35	19	3	2	0	0	1
PART TIME TOTAL		6	0	0	0	0	0	0
1989 TOTAL EMPLOYEES		41	19	3	2	0	0	1
1988 TOTAL EMPLOYEES		34	15	3	2	0	0	1
1987 TOTAL EMPLOYEES		33	13	2	1	0	0	1
1986 TOTAL EMPLOYEES		34	13	4	3	0	0	1
1985 TOTAL EMPLOYEES		33	11	3	2	0	0	1
KTSR FA 07512	KANSAS CITY							
1987 TOTAL EMPLOYEES		22	8	2	0	0	0	2
KXTR FM 08134	KANSAS CITY							
FULL TIME HIGHER PAY		7	2	1	1	0	0	0
FULL TIME LOWER PAY		1	1	0	0	0	0	0
FULL TIME TOTAL		8	3	1	1	0	0	0
PART TIME TOTAL		13	3	2	1	0	0	1
1989 TOTAL EMPLOYEES		21	6	3	2	0	0	1
1988 TOTAL EMPLOYEES		15	4	1	1	0	0	0
1987 TOTAL EMPLOYEES		13	4	1	1	0	0	0
1986 TOTAL EMPLOYEES		14	5	1	1	0	0	0
1985 TOTAL EMPLOYEES		12	3	1	1	0	0	0
KCUR ER 07432	KANSAS CITY							
FULL TIME HIGHER PAY		13	5	3	2	0	0	1
FULL TIME LOWER PAY		0	0	0	0	0	0	0
FULL TIME TOTAL		13	5	3	2	0	0	1
PART TIME TOTAL		13	5	3	2	0	0	1
1989 TOTAL EMPLOYEES		26	10	6	4	0	0	2
1988 TOTAL EMPLOYEES		25	12	4	4	0	0	0
1987 TOTAL EMPLOYEES		28	15	3	3	0	0	0
1986 TOTAL EMPLOYEES		39	20	3	2	0	0	1
1985 TOTAL EMPLOYEES		33	15	4	2	0	0	2

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
OHIO	CLEVELAND	225 CLEVELAND			TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
	WJW AM 00539	CLEVELAND							
	1985 TOTAL EMPLOYEES		44	16	7	7	0	0	0
	WMJI AF 02399	CLEVELAND							
	1988 TOTAL EMPLOYEES		39	16	5	5	0	0	0
	1987 TOTAL EMPLOYEES	PREVIOUS CALL> WBBG	62	30	7	6	1	0	0
	1986 TOTAL EMPLOYEES	PREVIOUS CALL> WBBG	64	28	4	4	0	0	0
	1985 TOTAL EMPLOYEES	PREVIOUS CALL> WBBG	57	22	7	7	0	0	0
	WRMR AF 00539	CLEVELAND							
	FULL TIME HIGHER PAY		38	11	4	3	0	0	1
	FULL TIME LOWER PAY		6	6	0	0	0	0	0
	FULL TIME TOTAL		44	17	4	3	0	0	1
	PART TIME TOTAL		17	9	2	2	0	0	0
	1989 TOTAL EMPLOYEES		61	26	6	5	0	0	1
	1988 TOTAL EMPLOYEES		58	23	7	6	0	0	1
	1987 TOTAL EMPLOYEES		56	24	6	6	0	0	0
	1986 TOTAL EMPLOYEES		58	23	7	6	0	0	1
	WWWE AF 09696	CLEVELAND							
	FULL TIME HIGHER PAY		48	18	4	3	0	0	1
	FULL TIME LOWER PAY		19	10	3	2	0	0	1
	FULL TIME TOTAL		67	28	7	5	0	0	2
	PART TIME TOTAL		10	3	3	3	0	0	0
	1989 TOTAL EMPLOYEES		77	31	10	8	0	0	2
	1988 TOTAL EMPLOYEES		74	30	8	5	1	0	2
	1987 TOTAL EMPLOYEES		84	31	10	9	0	0	1
	1986 TOTAL EMPLOYEES		76	30	11	10	0	0	1
	WWWE AM 09696	CLEVELAND							
	1985 TOTAL EMPLOYEES		36	9	3	2	0	0	1
	WCLV FM 08165	CLEVELAND							
	FULL TIME HIGHER PAY		17	6	2	2	0	0	0
	FULL TIME LOWER PAY		3	3	0	0	0	0	0
	FULL TIME TOTAL		20	9	2	2	0	0	0
	PART TIME TOTAL		3	1	0	0	0	0	0
	1989 TOTAL EMPLOYEES		23	10	2	2	0	0	0
	1988 TOTAL EMPLOYEES		22	10	1	1	0	0	0
	1987 TOTAL EMPLOYEES		22	10	1	1	0	0	0
	1986 TOTAL EMPLOYEES		22	9	1	1	0	0	0
	1985 TOTAL EMPLOYEES		20	8	1	1	0	0	0
	WCRF FM 07853	CLEVELAND							
	1988 TOTAL EMPLOYEES		16	3	2	2	0	0	0
	1985 TOTAL EMPLOYEES		19	5	3	3	0	0	0

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MINORITY EMPLOYMENT REPORT FOR U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

PAGE 1210

STATE COMMUNITY PENNSYLVANIA PHILADELPHIA	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
				TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
WZZD AM 00501	580 PHILADELPHIA							
FULL TIME HIGHER PAY		9	3	1	1	0	0	0
FULL TIME LOWER PAY		3	2	0	0	0	0	0
FULL TIME TOTAL		12	5	1	1	0	0	0
PART TIME TOTAL		9	3	0	0	0	0	0
1989 TOTAL EMPLOYEES		21	8	1	1	0	0	0
1988 TOTAL EMPLOYEES		22	7	2	2	0	0	0
1987 TOTAL EMPLOYEES		18	6	0	0	0	0	0
1986 TOTAL EMPLOYEES		17	4	2	2	0	0	0
1985 TOTAL EMPLOYEES		16	6	2	2	0	0	0
WCAU FA 03175	PHILADELPHIA							
1987 TOTAL EMPLOYEES		27	11	6	4	1	0	1
1986 TOTAL EMPLOYEES		28	12	4	3	1	0	0
1985 TOTAL EMPLOYEES		28	12	5	4	1	0	0
WEAZ FM 08332	PHILADELPHIA							
1987 TOTAL EMPLOYEES		36	11	5	4	0	0	1
1986 TOTAL EMPLOYEES		30	10	5	5	0	0	0
1985 TOTAL EMPLOYEES		31	10	4	4	0	0	0
WEGX FM 08260	PHILADELPHIA							
FULL TIME HIGHER PAY		28	13	3	2	0	0	1
FULL TIME LOWER PAY		12	10	2	2	0	0	0
FULL TIME TOTAL		40	23	5	4	0	0	1
PART TIME TOTAL		9	1	1	1	0	0	0
1989 TOTAL EMPLOYEES		49	24	6	5	0	0	1
1988 TOTAL EMPLOYEES		39	18	5	5	0	0	0
1987 TOTAL EMPLOYEES		26	14	5	5	0	0	0
1986 TOTAL EMPLOYEES	PREVIOUS CALL> WZGO	32	17	5	5	0	0	0
1985 TOTAL EMPLOYEES	PREVIOUS CALL> WZGO PHILADELPHIA	29	13	5	5	0	0	0
WFLN FM 12336								
FULL TIME HIGHER PAY		17	6	2	2	0	0	0
FULL TIME LOWER PAY		5	4	1	1	0	0	0
FULL TIME TOTAL		22	10	3	3	0	0	0
PART TIME TOTAL		4	1	0	0	0	0	0
1989 TOTAL EMPLOYEES		26	11	3	3	0	0	0
1988 TOTAL EMPLOYEES		33	15	3	3	0	0	0
1987 TOTAL EMPLOYEES		32	14	3	3	0	0	0
1986 TOTAL EMPLOYEES		34	13	4	4	0	0	0
WIOQ FM 08689	PHILADELPHIA							
FULL TIME HIGHER PAY		27	10	5	4	0	0	1
FULL TIME LOWER PAY		2	2	0	0	0	0	0
FULL TIME TOTAL		29	12	5	4	0	0	1
PART TIME TOTAL		13	2	3	2	0	0	1
1989 TOTAL EMPLOYEES		42	14	8	6	0	0	2
1988 TOTAL EMPLOYEES		39	13	3	2	0	0	1
1987 TOTAL EMPLOYEES		38	15	4	3	0	0	1
1986 TOTAL EMPLOYEES		37	17	5	4	0	0	1
1985 TOTAL EMPLOYEES		36	16	5	4	0	0	1

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05-14-90

MINORITY EMPLOYMENT REPORT 2 U S BROADCASTING SERVICES
BY STATES - NUMBER OF EMPLOYEES

PAGE 1579

STATE	COMMUNITY	MARKET OR METRO AREA	TOTAL EMPLOYEES	TOTAL FEMALES	MINORITIES (INCLUDING FEMALE EMPLOYEES)				
					TOTAL	BLACK	ASIAN PAC/ISL	AM IND/ ALASKAN	HIS- PANIC
WISCONSIN	MENOMONEE FALLS WFMR FM 08451	329 MILWAUKEE							
	FULL TIME HIGHER PAY		15	8	2	1	1	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		15	8	2	1	1	0	0
	PART TIME TOTAL		6	1	0	0	0	0	0
	1989 TOTAL EMPLOYEES		21	9	2	1	1	0	0
	1988 TOTAL EMPLOYEES		22	10	1	0	1	0	0
	1987 TOTAL EMPLOYEES		22	9	0	0	0	0	0
	1986 TOTAL EMPLOYEES		22	8	0	0	0	0	0
	1985 TOTAL EMPLOYEES		21	8	0	0	0	0	0
	MENOMONIE WMNE AF 02583	330							
	FULL TIME HIGHER PAY		7	2	0	0	0	0	0
	FULL TIME LOWER PAY		1	1	0	0	0	0	0
	FULL TIME TOTAL		8	3	0	0	0	0	0
	PART TIME TOTAL		12	3	1	1	0	0	0
	1989 TOTAL EMPLOYEES		20	6	1	1	0	0	0
	1988 TOTAL EMPLOYEES		19	6	0	0	0	0	0
	1987 TOTAL EMPLOYEES		20	7	0	0	0	0	0
	1986 TOTAL EMPLOYEES		20	10	0	0	0	0	0
	1985 TOTAL EMPLOYEES		21	8	0	0	0	0	0
	MERRILL WJMT AF 05033	345							
	FULL TIME HIGHER PAY		10	2	0	0	0	0	0
	FULL TIME LOWER PAY		0	0	0	0	0	0	0
	FULL TIME TOTAL		10	2	0	0	0	0	0
	PART TIME TOTAL		5	2	0	0	0	0	0
	1989 TOTAL EMPLOYEES		15	4	0	0	0	0	0
	1988 TOTAL EMPLOYEES		12	3	0	0	0	0	0
	1987 TOTAL EMPLOYEES		13	5	0	0	0	0	0
	1986 TOTAL EMPLOYEES		10	3	0	0	0	0	0
	1985 TOTAL EMPLOYEES		11	4	0	0	0	0	0
	MILWAUKEE WCGV TV 06559	360 MILWAUKEE							
	FULL TIME HIGHER PAY		33	9	0	0	0	0	0
	FULL TIME LOWER PAY		10	9	2	2	0	0	0
	FULL TIME TOTAL		43	18	2	2	0	0	0
	PART TIME TOTAL		9	3	3	3	0	0	0
	1989 TOTAL EMPLOYEES		52	21	5	5	0	0	0
	1988 TOTAL EMPLOYEES		43	19	4	4	0	0	0
	1987 TOTAL EMPLOYEES		41	18	5	4	0	0	1
	1986 TOTAL EMPLOYEES		39	18	3	2	0	0	1
	1985 TOTAL EMPLOYEES		35	16	3	2	0	0	1

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NAACP EXHIBIT 22

Federal Communications Commission	
Docket No. <u>94-10</u>	Exhibit No. <u>22</u>
Presented by <u>NAACP</u>	
Disposition	Identified <u>6/21</u>
	Received _____
	Rejected _____
Reporter <u>BARBARA LORD</u>	
Date <u>6/21/94</u>	

①

BEFORE THE
Federal Communications Commission

WASHINGTON, D.C.

In re Applications of)	MM DOCKET NO. 94-10
)	
THE LUTHERAN CHURCH/)	File Nos. BR-890929VC
MISSOURI SYNOD)	BRH-890929VB
)	
For Renewal of Licenses of)	
Stations KFUD/KFUD-FM)	
Clayton, Missouri)	
To: The Honorable Arthur I. Steinberg		
Administrative Law Judge		

**ANSWERS TO PETITIONERS'
INITIAL INTERROGATORIES**

The Lutheran Church-Missouri Synod (the "Lutheran Church") filed objections on March 30, 1994, to certain of the instructions and requests in the petitioners' (NAACP's) initial interrogatories. Subject to those objections, the Lutheran Church hereby answers the interrogatories as follows:

INTERROGATORY TWO (2)

Please describe the corporate status of the Stations and the relationship of each Station to Respondent.

ANSWER

The Stations are not separately incorporated from the Lutheran Church but are assets owned and operated by the Lutheran Church.

INTERROGATORY THREE (3)

Please indicate the date KFUD-FM became a commercial station and describe any change in corporate structure this event necessitated.

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ANSWER

For many years, the station operated non-commercially on a commercial frequency. In March 1983, the station made the decision to accept advertising. The action required no change in corporate structure in the Lutheran Church.

INTERROGATORY TWELVE(12)

Please identify each individual (including officers, directors, employees, or outside consultants or advisors, including counsel, to Respondent or the Stations) who is or was responsible for or otherwise involved in preparing any Form 395 or 396 data or any other EEO related documents, for maintaining, discarding or destroying Station EEO records, and for preparing, reviewing or approving all materials provided to the FCC in connection with the Stations' license renewal applications and the FCC's inquiries relative thereto, and state with reference to each such individual:

- (a) His name, title(s) and office(s) held, and inclusive dates served under each such titles or office;
- (b) His sex, race, color, religion and national origin;
- (c) All work and home addresses and work and home telephone numbers he is known to have used, including his last known work and home addresses and work and home telephone numbers; and
- (d) A description of the scope of his duties and responsibilities with respect to the Stations' EEO and other personnel practices.

ANSWER

The person primarily responsible for preparing the Forms 395 was Paula Zika, Business Manager, KFUD AM/FM, for the entire

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license term at issue. Ms. Zika is a white female who is generally in charge of the stations' record keeping and filing. She can be reached at 85 Founders Lane, St. Louis, MO 63105; (314) 725-3030.

Also involved to any significant extent in preparing EEO related documents and in answering the FCC's inquiries relative to EEO were the following:

Dennis Stortz, Operations Manager KFUD AM/FM, for the entire license term at issue and acting General Manager for part of the term. Mr. Stortz is a white, Lutheran male who assisted in reviewing forms and was involved in the day-to-day operations of the stations. He can be reached at 85 Founders Lane, St. Louis, MO 63105; (314) 725-3030.

Reverend Paul Devantier was Executive Director, Board For Communications Services, Lutheran Church-Missouri Synod, from 1982 to the end of the license term at issue and was actively involved in management from 1987 on. Rev. Devantier is a white, Lutheran male. He can be reached at 1333 S. Kirkwood Road, St. Louis, MO 63122; (314) 965-9000.

Reed Miller, Esq. and Marcia Cranberg, Esq., are attorneys at the Arnold & Porter law firm, which was communications counsel to the Lutheran Church throughout the license term at issue. Mr. Miller is a white male; Ms. Cranberg is a white female. They assisted in drafting and/or filing certain of the EEO-related materials provided to the Commission. They can both be reached at 1200 New Hampshire Avenue, N.W., Washington, D.C. 20036-6885; (202) 872-6700.